

# Job Profile

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Advanced Practitioner

Grade: Grade 10

Date Updated: October 2019

## About the Job

To lead and be accountable for the quality of social work practice within the team, alongside the team manager.

### This is what we need you to do:

- Provide high level and professional clinical social work expertise to improve the outcomes for children, young people and their families through evidenced based practice within HCPC standards.
- Work alongside the principle social worker to ensure that student social workers receive the best possible support and supervision during their placements.
- Take the lead role in the professional development of social workers and other practitioners through mentoring, coaching, and advice.
- Be responsible for completing case audits ensuring that social work practice is continuously improved.
- Manage a small varied caseload to support children and young people with complex and challenging needs.
- To undertake direct work with children, young people and families in order to manage risk and achieve the sustained and positive outcomes identified in assessments and plans.
- Lead group reflective supervision to ensure that practice is continuously improved with a view of modelling best practice and ensuring good outcomes.
- Work closely with the principal social worker to ensure that local training needs are met and evaluated for its impact, on an individual and team basis which is linked to the performance development reviews and supervision.
- Working with the team manager to interrogate data on a daily basis and support social workers to understand the importance of the data and what it means for children.
- Ensure that all social work activity is compliant with national guidance, legislation and GCC policies and procedures.
- Create a culture of continuous professional development, keeping up to date with government guidance and legislation and evidence based practice.
- Attend relevant meetings which require high level professional input or where the social worker may need to be supported including Court
- Be accountable for own practice ensuring it is of high quality and reflect best practice.
- Maintain and facilitate professional working relationships with all stakeholders to ensure the effective delivery of services.
- Support, promote and safeguard the welfare of children and young people.

### Special Conditions

- This position is subject to a Disclosure and Barring Service (DBS) check, and you will be asked to apply for a Disclosure Certificate if you are offered the position.
- The nature of this post requires flexibility to meet urgent work needs as they arise. This will inevitably entail work outside of normal working hours and locations across the county.
- The post holder must hold a clear and valid driving licence or have the ability to travel around the County.
- Post holder must meet the competency based criteria.

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## The ideal candidate will have:

### Education and Qualifications (Essential)

- Qualified social worker and registered with the Health and Care Professions Council (HCPC).
- Evidence of continuous professional development.
- Practice Educator qualification (or working towards).

### Experience

- Supervisory / mentoring / coaching / training experience.
- A proven track record of good interpersonal and communication skills.
- Experience of creating a learning culture and environment.
- Experience working in a statutory setting with children and families.
- Experience of chairing meetings.
- Keyboard skills and the ability to use various packages.

### Knowledge, Skills and Understanding

- Recognise the high level of confidentiality required in relation to service users, carers and families and help to manage sufficient security of such information.
- Knowledge of Child Protection Procedures and Frontline work
- Knowledge of the relevant legislation, including the Children Act 1989 and related law, guidance and procedures.
- Knowledge of the roles and responsibilities of agencies providing services to children and families.
- Excellent interpersonal skills.
- Ability to use computerised case recording systems
- Ability to work within timescales, to organise own workload and to manage time effectively with competing priorities and fluctuating workloads.
- Ensure social workers are able to assess and manage the risk to children within their caseloads.

### Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

## Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours.
- Undertakes all duties in a manner, which supports the council's equal opportunities policy, in relation to service users and staff, treating both groups with respect and without bias.
- Demonstrates adaptability, flexibility and transferable skills and carries out any other unspecified duties which are consistent with the grade and general characteristics of the post.
- Able to cope and function effectively when working in a pressurised environment.
- Emotionally resilient.
- Organised and able to meet tight deadlines.
- Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned requiring shifts of priority.
- Takes others views into account; actively listens to other's views and concerns and responds appropriately
- Able to establish and maintain relationships at all levels;
- Promotes harmony and consensus through diplomatic handling of disagreement and potential conflict;
- Ability to work with and manage data.
- Computer Literate and confident working with Microsoft Office
- Ability to communicate effectively (verbally and in writing) with individuals and groups at all levels within and outside the organisation and to build positive working relationships.
- Ability to identify good practice and to celebrate appropriately.
- Ability to show initiative and take responsibility when necessary.